

PERSONAL INFORMATION

Protas Pius Kangalawe

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Sex Male | Date of birth 27/11/1988 | Nationality Tanzanian

Environment, Health and safety Supervisor

Tanzania Cigarette PLC (TCC), a member of the JTI Group of Companies

P.O.Box 40114 | Plot No 20, Nyerere Road | Dar Es Salaam | Tanzania | East Africa

Tel: +255222166524

www.jti.com

WORK EXPERIENCE

01.01.2022 – To date

Warehousing & Inventory Manager

Tanzania Cigarette PLC (TCC), a member of the JTI Group of Companies

P.O.Box 40114 | Plot No 20, Nyerere Road | Dar Es Salaam | Tanzania | East Africa

Tel: +255222166524

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Working at Tanzania Cigarette PLC (TCC), Dar es Salaam.

As an Warehousing & Inventory Manager

01.03.2021 – 31.12.2021

EHS Manager STA

JTI Jordan Factory

Air Cargo Street – Al Qastal

Amman – Jordan

Working at JTI Jordan Factory, Amman.

As an EHS Manager

- Actively participate in factory management meetings, regional/global EHS meetings to represent Jordan and summarize and report EHS information (future legal requirements, key audit findings, EHS performance data, accident reports, etc.).
- Drive and deliver JTI EHS programs and EHS standards, programs within the factory to deliver expected EHS results including zero accidents, KPI targets, continued certification to ISO14001 and ISO45001.
- Learning from EHS incidents and check status of EHS programs, EHS standards, legal compliance, and learnings from incidents to deliver continued EHS improvement. Monitor and report EHS performance (accidents, legal compliance, EHS risks, KPI performance, and track corrective actions) in the factory.
- Establish and maintain regular and routine communication with management team, informing them in a timely manner of any EHS issues or topics at a factory that require specialist expertise, or that may have wider reputational implications for JTI.
- Drive EHS Annual strategic planning (ASP) in the factory. Implement processes to ensure that EHS risks to people, the environment and the business are pro-actively recognized and ensure appropriate solutions are identified with the input of relevant internal and external audits aligned with the management team and included in factory plans.
- Review and provide support as appropriate for projects that may impact EHS performance within the factory and participate in the CIP and share the knowledge with other EHS team members in the region/global.
- Carry out any other duties as required to implement EHS activities and programs at the factory, facilitate/arrange for safety training for employees to increase their knowledge, organize safety induction for any new joiner and supply the factory with all required PPE's.

01.03.2016 – 28.02.2021

EHS Supervisor

Tanzania Cigarette PLC (TCC), a member of the JTI Group of Companies
P.O.Box 40114 I Plot No 20, Nyerere Road I Dar Es Salaam I Tanzania I East Africa
Tel: +255222166524
www.jti.com

TCC manufactures, markets and sells a number of leading cigarette brands in the domestic market for different consumer segments. The organization shares a common aspiration with the nation for success and respect, guided by its core mantras – Keep it simple, Make it happen, Be accountable.

Working at Tanzania Cigarette PLC (TCC), Dar es Salaam.**As an EHS Supervisor**

- Deal with EHS concern like;
 - Deal with Occupational Health and Safety of workers in the company,
 - Ensure adherence of safety standards, procedures, instructions and requirements by all employees and contractors' staff.
 - Manage Environmental, and OHS legal compliance and other conformance of other requirements
 - Set and implement programs aiming at reducing environmental impact through company processes, services and products such as adoption of ISO Standards, Energy management Task team, Underground water assessment project
 - Auditor for the International Standards Organization (ISO) Systems i.e. Environmental Management systems - ISO14001, Quality Management systems - ISO9001 and Occupational Health and Safety management system – ISO45001 and Energy Management System ISO50001.
 - Led the process of migration of OHS standards from OHSAS 18001:2017 to ISO 45001:2018
 - Coordinate and implement internal audits for ISO 14001:2015 and ISO 45001:2018 to ensure conformance of these standards and maintain company's certification to these standards.
 - Manage waste collection, sorting and proper disposal (waste management).
 - Contacting the stakeholders who render services (Legal and non-legal) to the company, services such as Environmental monitoring services, water risk assessment, Occupational hygiene monitoring, environmental impact assessment, OHS Risks assessment.
 - Ensure execution of all internal safety and health campaign programs, such as Wesafe (safety campaign), LOTO Campaign (Lock Out, Tag out).
 - Investigate and report on the Near misses, accidents and all incidents to ensure no recurrence to sustain safe work place and by applying clear standards
 - Present in front of the management on the several issues pertaining the plants, environmental and safety points of view, and work to give out views, and suggestions for the improvement.
 - Leading the Risk Assessment and hazards identification team, through which I lead the entire process of hazards identification, and risk assessment and implement appropriate controls.
 - Implementing sustainability projects such as food composting for manure, placement of dust bins outside of the factory along the main road, recycling of recyclable materials.
 - Train employees and contractor staff on various subjects such as Hazards identification, EHS risk management, Contractors' management standards,

defensive driving, Technical safety standards, Technical Occupational Hygiene Principles

- Coordinate Annual Strategic Planning process (ASP), development of projects, programs and budget for the EHS Department, and ensure delivery of all the commitments throughout the planning period.

21.08.2012 – 29.02.2016

Environment, Health and Safety Officer

ALAF LTD

P.O.Box 2070 | Plot No 18, Julius Nyerere Road | Dar Es Salaam | Tanzania | East Africa

Tel: +2552860010

www.aluminiumafrica.com | www.safalgroup.com

ALAF LTD has been manufacturing, selling and exporting a wide range of products or internationally accepted quality standards for roofing and allied applications in its state of the art facilities with a capacity of producing 110,000 metric tonnes of different products per year

Working at ALUMINIUM AFRICA LIMITED (ALAF), Dar es Salaam.

As an ENVIRONMENT, HEALTH ANDSAFETY OFFICER

- Deal with environmental concern like;
 - Deal with Occupational Health and Safety of workers in the company, and ensure worn of PPE's by the workers.
 - Deal with Environmental compliance issues, like measurement on the Air quality, Noise level, and the Air pollution and assessment of air composition.
 - Contacting the National and International Environmental Management systems, Quality Management systems and Occupational Health and Safety management system; an example of these agencies are OSHA, NEMC, ISO 14001 AND ISO 9001, Fire Safety and Rescue Department
 - Deal with the waste management, and proper disposing of these wastes like recycling, and Incinerating.
 - Contacting the stakeholders who render services to the company, services such as provide fire safety training (Department of Fire safety and Rescue, Ministry of Internal Affairs), measurements of R.O water (Marshal fowler, University of Dar es Salaam and TBS), Measurements of Air quality, Noise level, Ambient gases, and Suspended particulates (TIRDO)
 - Ensure cleanliness of the whole premises in the company, and all the surroundings.
 - Investigate and report on the potential hazards, Near misses and accidents that are occurring in the whole plants of ALAF LTD on the daily basis.
 - Present in front of the management on the several issues pertaining the plants, environmental and safety points of view, and work to give out views, and suggestions for the improvement.
 - Supervise and coordinate calibration of company's instruments by TBS.

EDUCATION AND TRAINING

January 1996 – December 2002

Kimara Baruti Primary School

January 2003 – October 2006

J. J Mungai Sec School

March. 2007 – January

Mwenge High School

HGL = History, Geography and English Language

October, 2009 – October, 2012

Bachelor of Arts in Geography and Environmental Studies

UNIVERSITY OF DAR ES SALAAM (UDSM)

PERSONAL SKILLS

LANGUAGE SKILLS

Mother tongue(s) Swahili language

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English Language	C1/2	B1/2	B1/2	B1/2	C1/2
Replace with name of language certificate. Enter level if known.					

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user

Common European Framework of Reference for Languages

Communication Skills

Good communication skills.

- Good communication skills gained through my both work experiences where I have to interact everyday with all employees and members of the management tea, and I have to produce reports on regular basis,
- Also, in my current job am supposed to do daily and monthly oral presentation on several matters relating to Environment and Safety.

Organisational / managerial skills

Currently responsible to makes sure I manage the EHS matters to its best, as an a EHS personnel my duties are to manage the environment and supervise the entire workforce working in the factory. Hence i managed to be strong leader day after day, and managed to solve all the challenges faced

Job-related skills

1. Have skills in operating Reverse Osmosis technology (RO).
 - In this, water is moved across the membrane against the concentration gradient, from lower concentration to higher concentration. During the process dosing of NaCl, NaOCl, SMBS, Antiscalant and NaCo₃ for various purposes. The treated water are used for Drinking (R.O 1), and also the water are used for Machines Cooling (R.O 2)
2. Environmental management methods and Nature Conservation.
3. General Management skills and control of the organization in terms of Planning, Decision making, problem solving, organizing. Because I have worked as the EHS section lead at ALAF.
4. Waste management skills, using the following technologies.
 - Effluent Treatment Plant (ETP)- This is the treatment of effluents, it involves dosing of Polymer, Lime (CaOH) and FeSo₄
 - Sewage Treatment Plant (STP) - This is the treatment of sanitary water from the toilets, washrooms and in the kitchen. The treatment involves dosing of AlSo, NaoCl, and Polymer

- Incineration Plant. This is the wastes burning place
- 5. Entrepreneurial skills. Skilled in the preparation of business plans, and full with managerial skills, of organizing, leading and controlling of an enterprise.
- 6. Am from the college of social sciences, i have knowledge on Social issues like poverty, women and gender issues and equality , children care, community development, HIV AIDS and other diseases sensitivity, social research and Participatory approach surveys, urban and rural systems.
- 7. Have knowledge about acquiring data by Remote sensing and analysis of data with a computer based program called ERDAS IMAGINE and skilled in GIS analysis of data, using computer programs of ARC GIS, and methods of acquiring of data, example using GPS, scanned map satellite data, and using the GOOGLE EARTH.
- 8. Report writings, and documentation. Skilled in information management and record keeping, mostly using a database, and writing of academic reports and professional reports.
- 9. Skilled in project planning and management, I studied a full semester course on project management and planning, and now am skilled in producing a fundable project proposal, and preparation of problem tree, objective tree, LFA (Logical Framework Approach). And the managerial skills in the project staff.
- 10. Knowledgeable on the ISO 14001 (EMS), ISO 9001 (QMS) and ISO 18001 (OHSMS)

Computer skills**Computer skills**

Computer competent

- Microsoft Office
- Internet and Email
- Adobe Photoshop
- SPSS –am skilled in the SPSS (Software Program for Social Scientists)
- ERDAS IMAGINE remote sensing software and IDRISI GIS software

Driving Skills

UNITED REPUBLIC OF TANZANIA (DRIVING LICENCE)
Class A, B, D

ADDITIONAL INFORMATION

Projects**ASSISTANT RESEARCHER****July, 2010- August 2010**

- Participated in a Joint field research, conducted a Research on Poverty, food in/security and coping strategies in Dar es Salaam, particularly Sinza and Manzeze

School of Marine sciences and Technology, Newcastle University**ASSISTANT RESEARCHER****November, 2010 – Dec, 2010**

- Participated in a Research on Sea cucumber and aquaculture and life on the coastal areas in Dar es Salaam, particularly Kunduchi, Buyuni and Ununio, coastal areas of Dar es Salaam

Tanzania Meteorological Agency (TMA)***AN INTERNSHIP AT THE METEOROLOGICAL AGENCY UNDER RESEARCH AND APPLIED DIVISION*****25th July, 2011 – 16th September, 2011**

- Worked under the under sections of Agro-meteorology and Remote sensing section, Hydrometeorology section and Environment and Research section, and climate section

Safety starts with me Camapign Wave 1 & 2

15 Nov 2021 - 31 Dec 2021

Project Lead

- The campaign was developed to convey principles in a simple and clear way to all JTI GSC employees the importance of personal safety accountability and adhering to safety.

JTI Jordan Factory

Contact Person - Klaus Walter-Thul

LOTO Campaign

20 Sep 2021 - 26 Sep 2021

Project Lead

- LOTO IS NOT A CHOICE. the LOTO standard is mandatory to be strictly followed at all times without exception. Therefore, please ensure LOTO is duly applied while performing servicing or maintenance on energized machine or equipment.

JTI Jordan Factory

Contact Person - Klaus Walter-Thul

Automatic Cigarettes filters feeding

21 Jan 2019 - 31 Dec 2019

Group member

- Carryout feasibility study on possibility to automate Filter feeding to cigarette making.

JTI Tanzania Factory

Contact Person - Semeni Samson

ISO 45001:2018 Transition

11 Feb 2019 - 31 Aug 2019

Team lead

- Transition project of OHS Management sustem from OHSAS 18001:2007 to ISO 45001:2018 version.

JTI Tanzania Factory

Contact Person - Ostin Mwakalibule

Wesafe Project – Safety Campaign

01 Apr 2017 - 30 Jun 2019

Project lead/Coordinator

- Mobilized all the activities including 2018 & 2019 safety week campaign, creative campaigns, Safety Ambassador program, translating, printing and distribution of posters and other information such as emails and newsletters

Contact Person - Ostin Mwakalibule

Trainings

25th – 29th June, 2012 University of Dar es salaam

WORKSHOP ON PRACTICAL TRAINING IN GEOGRAPHICAL INFORMATION SYSTEMS (GIS)

Awarded a certificate of Attendance

- Introduction GIS software (ARC GIS10)
- Data acquisition with GIS
- Data Coding, Inputting and management
- Spatial data and georeferencing and Projection
- GIS/Geospatial Analysis techniques
- Information presentation with GIS

13TH -15TH November 2012 Confederation of Tanzania Industries CTI

OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT (OSHE) TRAINING

Awarded certificate and now skilled in;

- Identifying Risks
- Risk Assessment
- Controlling risks
- Investigating accidents and Incidents
- Measuring performances
- Protecting the environment and environmental management system
- Understanding your responsibilities in relation to the law

Industrial pollution

07th–09th October 2013 & 26th–28th November, 2014 & 16th-18th December, 2015
Occupational Health and Safety Authority - OSHA

INDUSTRIAL FIRST AID COURSE

2ND – 5th December, 2014 Occupational Health and safety Authority – OSHA

SAFETY AND HEALTH REPRESENTATIVES TRAINING

31ST August – 02ND September 2015 FIRE & HAZMAT PROFESSIONAL LIMITED

Auxiliary Fire Fighting and rescue training.

This was the advance level of training on fire fighting and rescue

12th July – 14th July 2016 Contractors Safety Management Training in JTI Poland, Gostkow factory

14th November – 18th November 2016 EHS Management System Auditor in JTI Poland, Gostkow factory

10TH September – 14th September 2018 Safety Technical Training in JTI Poland, Gostkow factory

20th February – 22th February 2018 ISO 50001 Auditors Training by SGS Dar es salaam

27th March – 29th March 2019 ISO 45001:2018 Implementation Course Training by SGS Dar es salaam

30st April – 02th May 2019 Technical Occupational Hygiene Principles Training in JTI Turkey Torbali factory

2nd July – 03rd July 2019 EHS Risk Management Training in JTI Turkey Torbali factory

Conferences and Workshops

12th May 2015 – Tanzania Bureau of Standards (TBS)

Meeting to deliberate on the draft standard from International Organization for Standardization (ISO) for commenting and voting. The standard is called ***ISO/CD 14052 Environmental Management-Material flow cost accounting-guidance for practical implementation in a supply chain***

23RD April, 2015 Occupational Safety and Health Authority OSHA
"Workshop in the construction Industry"

26th November 2015 Association of Tanzania Employers – ATE
Private Sector Organizations HIV & AIDS Stakeholder's Meeting

Symposiums

26th April, 2013 Occupational Safety and Health Authority OSHA
"Safety and Health Symposium on Mining, Agriculture and Manufacturing Sectors"

24th April 2014 Occupational Safety and Health Authority
"Safety and Health Symposium in the use of Chemicals at work"

Membership

Tanzania Bureau of Standards - TBS

A member of the "National Environmental Management System Technical Committee" under the TANZANIA BUREAU OF STANDARDS (TBS) as a representative from ALAF LTD (Until February 2016)

Soft skills/Trainings

Anti Illicit Trade and Conflicts of Interest Training 24th November 2017

JTI Human Rights knowledge sharing session 24th November 2017

Presentation Skills Course 14th - 16th June 2017

5S3R Basics E-Learning Training 23rd December 2016

Entrepreneurship Course 15th December 2016

Preventing Bribery and Corruption 25th November 2016

Authentic Leader- Manager – 08th - 10th August 2016

ANNEXES

Protas' documents

- Certificate of Secondary Education
- Certificate of Computer skills
- Advanced Certificate of Secondary Education
- Certificate of Practical training in Geography Information Systems (GIS)
- Certificate of membership of the Association of Geographers and Environmental Managers
- University of Dar es Salaam TRANSCRIPT OF EXAMINATIONS RESULTS
- University of Dar es Salaam Bachelor Certificate
- Certificate of Participation in Training on Occupational Safety, Health and Environment
- Certificate of Attendance on ***"Safety and Health Symposium on Mining, Agriculture and Manufacturing Sectors"***
- Yearly Industrial first Aid certificates
- Certificate of Attendance on ***"Safety and Health Symposium in the use of Chemicals at work"***
- Certificate of Attendance on ***"Safety and Health Representatives"***
- Certificate of Attendance on a ***"workshop in Construction Industry"***
- Certificate on Fire Auxiliary Trainings

REFEREEES

Mr Adrian Sigala
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